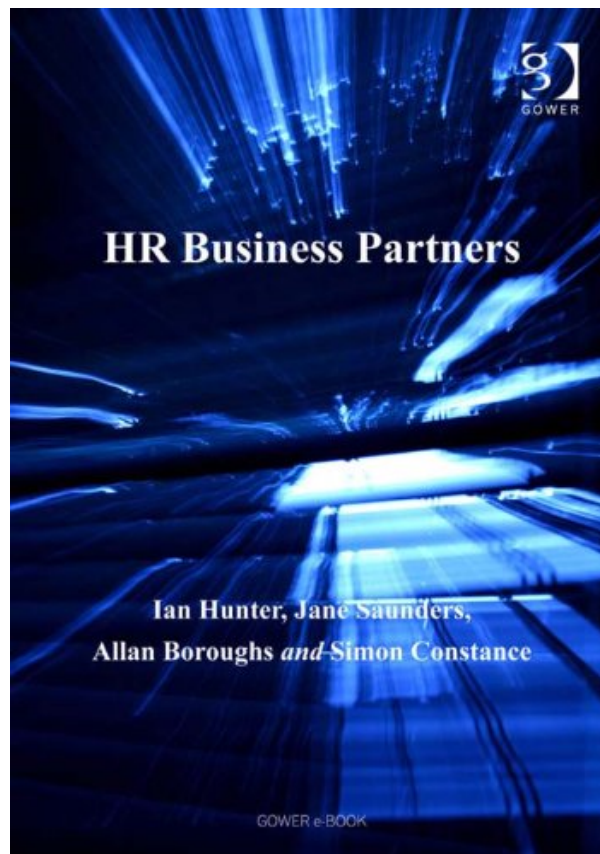
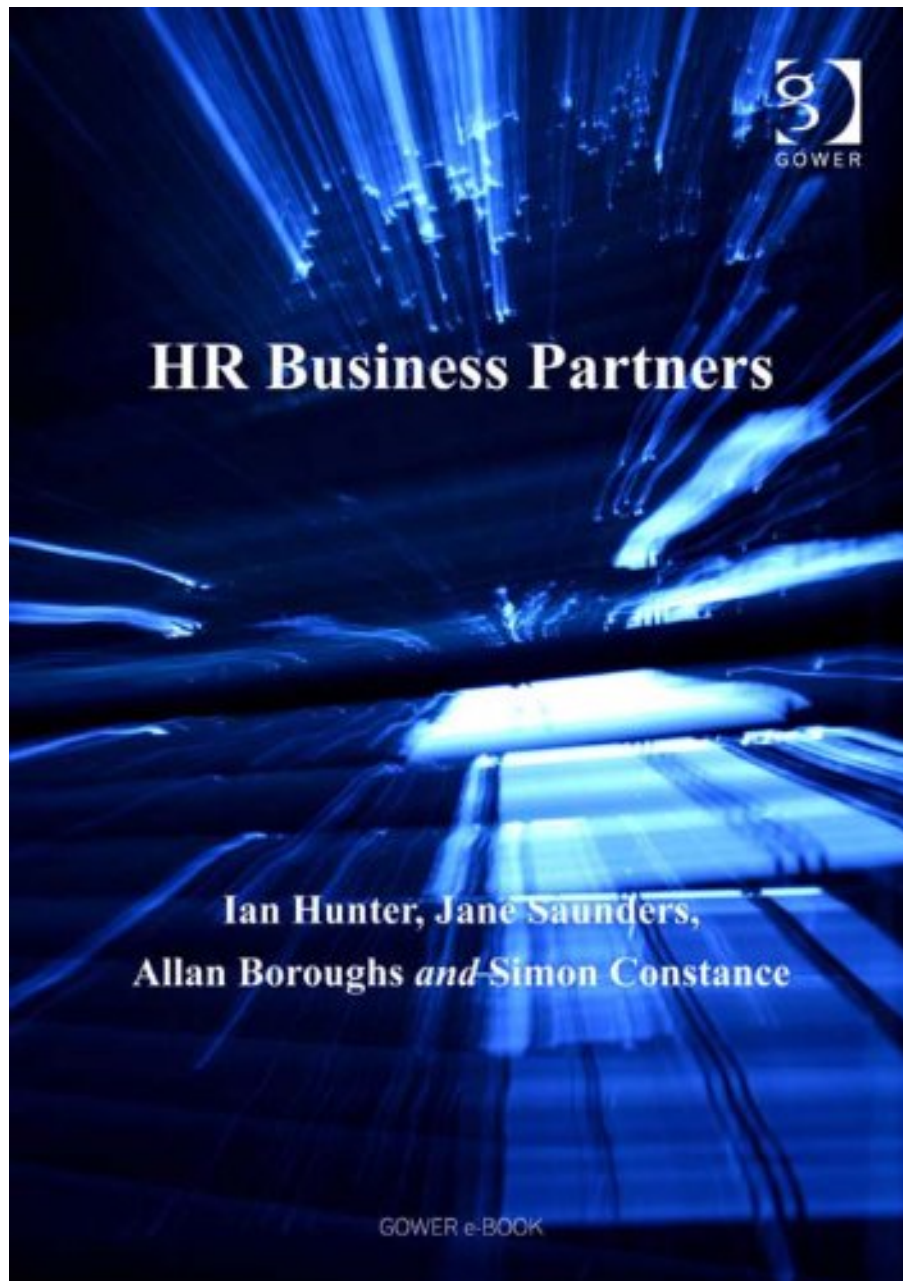


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## Review

'A detailed, useful and practical guide to realizing the potential of HR in any organization.' Brian Wishart, European Head of Organizational Development, BP Group 'Lots of brilliant insights.' Anna Cotton, Head of Service Delivery, HR Shared Services, Exel PLC 'The book is laid out and written in a well structured and easy to follow manner... if you are thinking of moving to an HR Business Partner model, or are struggling to make an impact in a BP structure, this book could be a way to help you plan the changes you need and to get the buy-in required to move forward.' Ratings: Would you recommend it? : Yes ' HRZone

## About the Author

Ian Hunter is a founding partner of Orion Partners. He has worked for a number of leading management consultancies, including Accenture and AT Kearney and has been an HR Director in two blue chip organizations. Jane Saunders is one of the founding partners of Orion Partners. Jane is an experienced international consultant, with significant experience in the area of HR Strategy and Transformation. Allan Boroughs, a partner with Orion Partners, has an extensive track record in the design and delivery of HR information technology spanning a 15 year period. Simon Constance is a senior consultant at Orion Partners. Simon has hands-on business development, HR transformation consulting and operational management experience.

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This book highlights the changes and challenges to the role of the HR Business Partner, overviewing the emerging service delivery models for the HR function (in particular the development of shared services and outsourcing options) and what this means for the HR Business Partner (HRBP) in the modern enterprise.

The purpose of this book is to provide a conceptual framework and practical advice, based on real life case studies and recent research, into how HR Business Partners best add value to the organization. The authors have extensive experience of working in the area of HR restructuring (having been HR Directors in blue chip organizations and senior advisers in leading consultancies) and have consistently come up against confusion and contradiction about what is the new role of the HR Manager/Business Partner in supporting business managers in the delivery of strategic and tactical objectives.

Theory and conceptual models are used to underpin this book but it has been written as a pragmatic, hands-on guide that will help its readers think through how best they might fulfil the role of the HRBP. The book contains checklists, case study examples and self-assessment tools. It is supported by supplementary material (updates, further case studies, templates and tools) which are available via the authors' website.

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- Format: Kindle eBook

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1 of 1 people found the following review helpful.

Too much theory

By P. Prochazka

Currently we are undergoing the process of transferring our HR to the HR Business Partnering model and I was looking for more detailed information describing common mistakes made by other companies.

It is nice to read the general theory, but I expected more practical experiences and advice what to do, when things go wrong.

Almost 1/3 of the book is devoted to successful implementation of HRIS, I think that's too much.

Peter

2 of 2 people found the following review helpful.

**AN OUTSTANDING BOOK! MUST-READING FOR ALL HR PRACTITIONERS**

By Yvette Borcia and Gerry Stern

The book serves as a practical guide for helping to transform the HR function from one devoted to typical transactional activities to a being a true business partner with line management. Central to the book is a model that will keep HR at the strategic decision-making table and assist leaders to provide opportunities for improving organizational and people performance.

The book provides numerous case studies, diagrams, and tables. Key topics are treated in-depth, with an excellent organization of subject matter.

Highly recommended!

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